

Leadership Opportunities in the Presbytery of the Highlands 2022 – 2023

We are all learning how to serve Christ in ministry while adjusting to the changes wrought by the pandemic. We are discovering new ways to share our gifts with the church and the presbytery. In our presbytery's ministry, there are intriguing opportunities to contribute your skills, interests and leadership.

The Nominating Committee would love to know how your skills and gifts may be used for the ministry of supporting and resourcing our congregations and church.

If you would like to learn more about a particular team or would like to put your name in to be nominated please send an email to office@highlandspresbyterynj.org



Presbytery Nominating Committee (Nominated by ACT)

This team connects and nominates interested people to opportunities to serve in the Presbytery of the Highlands.

They meet by zoom regularly in the summer through the fall as they prepare the nominations for the November Presbytery meeting. The meetings are set around the team members' schedules.

There are six elected members for 3 years, 2 people per class and may be elected for a second three-year term. Staff resource: Presbytery Leader

The Nomination Process in the Presbytery of the Highlands

The teams and committees of the Presbytery of the Highlands are normally set up as three classes over three-year terms. In most cases, a term can be renewed for a total of six years.

The Presbytery Nominating Committee provides nominations to the Presbytery for members to be elected to teams. The new cycle of classes begins each January with the new classes being elected in November. Throughout the year the Nominating committee nominates people to vacancies on teams and committees. The Nominating committee is also responsible for nominating commissioners to the General Assembly and to the Synod Assembly.



Administration and Coordinating Team (ACT)

The ACT Team is responsible for:

- Coordinating the work of the Presbytery
- Continuing to explore vision for the Presbytery's journey
- Serving as the interpreter for the ministry and mission of the Presbytery
- Organizing Presbytery meetings (planning, content and worship)
- Telling our story and communication
- Preparing the annual budget
- Overseeing the books, records and accounts of the Presbytery
- Encouraging the generosity of congregations
- Nominating the nominating committee
- Overseeing matters of personnel in relation to paid and volunteer staff
- Providing oversight of all continuing mission partnerships
- Relating to all other councils of the church

9 elected members for 3-year term, plus Current Moderator, Vice Moderator and immediate past Moderator. Staff resource: Presbytery Leader, Stated Clerk, Presbytery Treasurer and Financial Manager. The members of the team do have to be Ruling Elders and Ministers.

The ACT meets six times a year. Normally the 4th Tuesday of the month after the Presbytery Meeting. (February, April, June, August, October and late November). The team does have work groups that focus on finance/budget, discernment, Personnel and Worship.

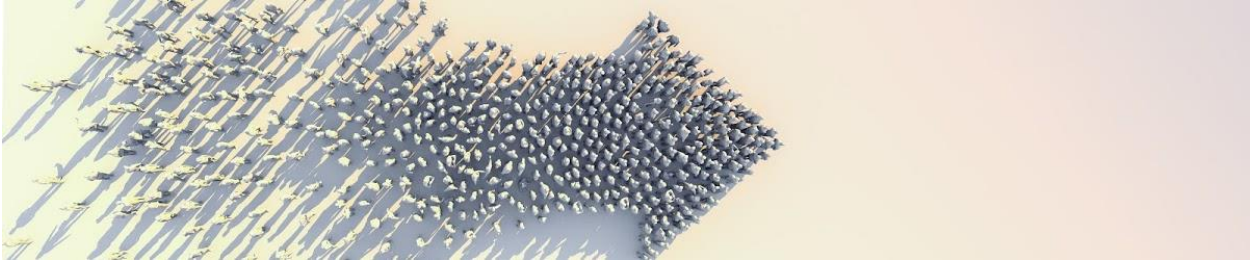


Property and Insurance Team

The Property and Insurance team is responsible for:

- matters that deal with real estate:
 - historic grants
 - loans and loan guarantees
 - emergency capital loans
 - sale and rental of church property
 - manse and church building inspections
 - Presbytery property and offices
- management of the Presbytery's investments according to the Presbytery's Investment Policy
- insurance and risk management
- Legal issues pertaining to real property.
- Developing and maintaining the Property and Insurance team Manual of Operations
- Oversight of the Cemetery Association
- Oversight of the Manse Improvement Fund

6 elected for 3-year term. Staff resource: Resource Staff/Stated Clerk and Presbytery Leader when requested. The Property and Insurance Team meets when called by the co-moderators of the team.



The Congregational Development Team

The Church Development Team

- Assists congregations and new worshipping communities in discerning their story.
 - Challenge and nurture congregations that are engaged in transformation and redevelopment.
 - Partner with COM when congregations are in transition by providing oversight and guidance of the mission/discernment study with the interim pastor, congregation, and COM liaison, and approve the final document.
 - Oversee the development of new worshipping communities
- Assists congregations and new worshipping communities in writing their story of today.
 - Resource congregations engaged in developing ministry strategies
 - Provide experiences of growth for congregational leaders
 - Develop Missional Practices in congregations
 - Assist pastors and congregations with online church and technology.
- Assists congregations in writing their final chapter
 - When a congregation has decided to dissolve, walk with them through the process of closing in partnership with other teams and leadership of the presbytery.
 - Resource congregations as they discern their legacy and transition to oversight of an administrative commission.

9 elected for 3 year terms. The Church Development Team meets on XXXXXXX. Staff Resource: Resource Staff/Stated Clerk; Presbytery leader when requested.



Committee on Preparation

The Committee on Preparation for Ministry (CPM) Nurtures and encourages those who are discerning God's call to ministry as Teaching Elders or Commissioned Ruling Elders.

The CPM is concerned with the discernment of an Inquirer's call to ministry and with a Candidate's preparation to respond to that call. Guidance and support for Inquirers and Candidates are fostered through responsibilities shared by the committee with seminaries, sessions, and the presbytery.

The CPM has been given authority by The Highlands Presbytery to act as its delegated commission in the following areas:

- To receive Inquirers
- To certify Candidates ready to receive a call
- To give permission to a Candidate to circulate their Personal Information Form (PIF)
- To execute annual consultations with Inquirers and Candidates
- To remove an individual from the Inquirer or Candidate status

3 classes with 3 each to a class. Staff resource: Resource Staff/stated Clerk



Committee on Ministry

The Committee on Ministry (COM) nurtures and cares for all minister members of the presbytery (both active and retired), Certified Christian Educators and Commissioned Ruling Elders while they are serving in the presbytery's congregations; the congregations of the Presbytery and parish-pastoral relationships.

The COM has responsibility and oversight for receiving and dismissing Ministers, approving and supporting Pastor and congregational relationships and approving and supporting pastors in validated ministries.

The members of Committee on ministry are assigned as liaison to congregations and pastors. The COM liaisons work with sessions and pastors to assist in connecting with resources and assistance.

[The COM position description with more information can be found on the Presbytery webpage using this link.](#)

24 elected members for 3-year term. By Book of Order the members of COM must be Ministers of Word and Sacrament and/or ordained Ruling Elders. The COM meets on the First Tuesday of each month by zoom at 6:30 pm. Staff resource: Presbytery Leader



Permanent Judicial Commission

Church discipline is the church's exercise of authority given by Christ, both in the direction of guidance, control, and nurture of its members and in the direction of constructive criticism of offenders. The church's disciplinary process exists not as a substitute for the secular judicial system, but to do what the secular judicial system cannot do. The purpose of discipline is to honor God by making clear the significance of membership in the body of Christ; to preserve the purity of the church by nourishing the individual within the life of the believing community; to achieve justice and compassion for all participants involved; to correct or restrain wrongdoing in order to bring members to repentance and restoration; to uphold the dignity of those who have been harmed by disciplinary offenses; to restore the unity of the church by removing the causes of discord and division; and to secure the just, speedy, and economical determination of proceedings. In all respects, all participants are to be accorded procedural safeguards and due process, and it is the intention of these rules so to provide. D-1.0101

D-5.0101 The General Assembly, each synod or cooperating synods, and each presbytery shall elect a **permanent judicial commission** from the ministers of the Word and Sacrament and ruling elders subject to its jurisdiction. Each commission shall be composed of ministers of the Word and Sacrament and ruling elders in numbers as nearly equal as possible. 3 classes/6-year terms

Staff resource: Resource Staff/Stated Clerk



Committee on Representation

"...to each is given the manifestation of the Spirit for the common good."
1 Cor. 12: 7 (NRSV)



Committee on Representation

G -3.0103 - Councils above the session shall establish by their own committees on representation to fulfill the following functions:

- To advise the council regarding the implementation of the principles of unity and diversity
- To advocate for diversity in leadership
- And to consult with the council on the employment of personnel, in accordance with the principles of unity and diversity in F 0 1.0403.

The Highlands Committee on Representation shall be responsible for:

- Holding the Presbytery and its teams accountable to engaging in conversations and actions around diversity, inclusivity, unity, and racism.
- Fulfilling the Book of Order requirements as stated in G- 3.0103
- Setting the space for the Presbytery and teams to practice a new way of being church that welcomes, engages and values all voices at the table.

6 members/3 classes. Team schedule is determined by the team membership. Staff Resource: Presbytery Leader



Young Leader Formation Team

The Young Leader Formation Team focuses on the spiritual formation and leadership development of youth and young adult leaders in our congregations and Presbytery.

The team is comprised of six Presbytery elected members, each with three-year terms. At least one member of the team should be 16 to 24 years of age. An additional member is a representative of Camp Johnsonburg, who will be appointed by the Johnsonburg Staff.

Responsibilities:

- facilitating/organizing/promoting youth and young adult participation in Triennium and other mission and learning focused events that nurture spiritual leaders who will shape the church in the future
- Providing for local leadership development and spiritual formation opportunities for youth and young adults.
 - nurturing and supporting connections and networks of paid and unpaid leaders whose focus is youth and young adult ministry within the Presbytery.

6 members/ 3 classes The team schedule is determined by the team membership. Staff resources: Resource Staff/Stated Clerk

Blair Consultation Committee

The Blair Consultation Committee shall consist of three ministers and three lay people. Each year a class of two members is elected or reelected. Each year's class should consist of one minister and one lay person.



Two meetings are held annually, one in the spring and one in the fall. The Blair Consultation Committee should present a written report annually.

The role of the Blair Consultation Committee is to consult with members of the Board of Trustees, ordinarily through the Covenant Committee, as to programs, meetings, joint activities, scholarships, publications, and interests consistent with the two institutions' respective activities and missions. The Committee shall provide oversight to the actions of the Corporation; shall ensure that the terms of the Covenant are fulfilled; and shall offer support to the work/ministry of the Blair Academy Chaplain.

Staff Resource: Presbytery Leader and Blair Academy Chaplain

Blair Academy Board of Trustees

As part of the Blair Academy Covenant Agreement (1995) the Presbytery shall elect three members of the presbytery to the Blair Academy Board of Trustees.

ACT Discernment Team

The Discernment team will work with a consultant to design a process for the presbytery to discern where God is calling us as a new presbytery and in a post pandemic world.



At this time, we don't have a fully developed position description but will have one sometime soon. If you are interested in learning more about this team or interested in serving on this team, please let us know.

